



MOTIVATION QUESTIONNAIRE

Personal Report

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Introduction

The Motivation Questionnaire (MQ) is designed to help you understand and explore the conditions that increase or decrease your enthusiasm and motivation at work. The MQ questionnaire assesses twenty motivation dimensions covering three key areas of Self-Determination Theory-Autonomy, Competence, and Relatedness.

Please keep the following points in mind as you consider the results from your assessment.

First, your profile is based on what you have said about yourself through your responses to the questionnaire so that what we are measuring here is your own perception of what you are like.

Second, the results can also be affected by your strategy for answering the questionnaire - whether this was conscious or unconscious - for example, whether you were very frank, whether you were very self-critical or whether you felt under pressure to convey a particular impression of yourself.

Third, the MQ generates a profile of the factors that motivate and demotivate you using the Standard Ten (sten) scale. The table below shows what different scores on the instrument's scales indicate about what motivates and demotivates you at work. The report also indicates how far these factors are present in your job.

Sten	Percentile Meaning	Impact
8-10	A score of 8 is higher than about 90% of the comparison group	Very motivating
7	A score of 7 is higher than about 75% of the comparison group	Slightly motivating
5-6	A score of 5 is higher than about 40% of the comparison group	Neutral
4	A score of 4 is higher than about 25% of the comparison group	Slightly demotivating
1-3	A score of 3 is higher than about 10% of the comparison group	Very demotivating

This report is divided into three sections. First, there is a summary of your profile on different motivation factors. This is followed by concise scale-by-scale interpretations of your sten scores on the motivation scales. The third section provides developmental advice and a link to a booklet providing practical tips and suggestions on how to improve your motivation and performance.

Motivation Scales

The MQ has twenty scales that measure different aspects of employee motivation that are defined in the table below.

Scale	Meaning
Interest	Varied, stimulating and creative job objectives and work activities
Ethics	Working in accordance with ethical standards and personal principles
Growth	Opportunities to acquire new knowledge and skills, reach personal potential
Flexibility	Accommodating bosses, hours and working conditions
Independence	Freedom and discretion to decide how to carry out work
Achievement	Testing job objectives, demanding responsibilities, new challenges
Business	Working in the business sector rather than public service
Pressure	Handling competing priorities, facing tight deadlines, managing setbacks and stress
Customers	Dealing directly with customers and suppliers, handling problems and feedback
Activity	Having a lot to do, being on the go, staying busy all the time
Management	Supervising other people's tasks, performance and personal development
Competition	Working in a competitive environment, striving to be the best, wanting to win
Teamwork	Operating as part of a team rather than as an individual contributor
Power	Being in charge, exercising control, having responsibility for people and resources
Status	Deriving standing and feelings of importance from work and job seniority
Progression	Opportunity to continually advance to more senior positions
Recognition	Acknowledgment by bosses and colleagues of efforts, skills and competencies
Fear of Failure	Not wanting to let self and others down, being able to prove others wrong
Remuneration	Opportunity to boost earnings related to job performance
Job Security	Secure, permanent and reliable job position

Profile Chart

Standard Ten Score

FACTORS	1	2	3	4	5	6	7	8	9	10
Autonomy				<	...	>				
Relatedness				<	...	>				
Competence				<	...	>				
SCALES	1	2	3	4	5	6	7	8	9	10
Interest		<	...	>						
Ethics					<	...	>			
Growth			<	...	>					
Flexibility						<	...	>		
Independence			<	...	>					
Achievement		<	...	>						
Business				<	...	>				
Pressure				<	...	>				
Customers			<	...	>					
Activity				<	...	>				
Management			<	...	>					
Competition			<	...	>					
Teamwork					<	...	>			
Power				<	...	>				
Status						<	...	>		
Progression	<	...	>							
Recognition				<	...	>				
Fear of Failure		<	...	>						
Remuneration		<	...	>						
Job Security						<	...	>		

Profile Summary

Key Area	Assessment
Autonomy	Autonomy concerns the experience of acting with a sense of choice, will, and self-determination. Your responses indicate that these issues have a moderate impact on your job motivation.
Relatedness	Relatedness is the experience of having satisfying and supportive social relationships at work and outside it. It seems that these factors have some influence on how motivated you feel at work.
Competence	Competence is believing that you have the abilities and skills to influence whether and how goals and objectives are achieved. Your results suggest that these aspects of work are a reasonably important motivating factor for you.
Critical motivation factors	You did not identify any areas as being crucial.
Critical demotivation factors	Critical demotivation factors are those things that you believe decrease your work motivation. They are areas where you scored 3 or lower. You identified 5 areas in this category.
Job analysis	There appears to be a moderate fit between the factors that motivate you at work and how far they exist in your current position.

Autonomy Factor

Interest			
Definition	How far it is important to you to be able to do interesting and varied work and express your creativity		
Importance	Much less important to you than most other people.		
Present in Job	Great extent	Job Fit	**
Ethics			
Definition	Whether you are motivated or demotivated by having to follow a code of professional and ethical standards		
Importance	About as important to you as to most other people.		
Present in Job	Some extent	Job Fit	****
Growth			
Definition	Whether you value the opportunity to acquire new knowledge and skills		
Importance	Slightly less important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	****
Flexibility			
Definition	Whether flexible bosses and working conditions are important to you		
Importance	Slightly more important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	***
Independence			
Definition	Whether freedom and discretion in how you do your job motivate you		
Importance	Slightly less important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	****
Achievement			
Definition	Whether the opportunity to attain personal goals and achieve is important to you		
Importance	Much less important to you than most other people.		
Present in Job	Great extent	Job Fit	**
Business			
Definition	Whether you have a preference for the type of organization you work in		
Importance	About as important to you as to most other people.		
Present in Job	Moderate extent	Job Fit	****

Relatedness Factor

Pressure			
Definition	Whether you thrive on or perform poorly when there is pressure and stress		
Importance	About as important to you as to most other people.		
Present in Job	Great extent	Job Fit	****
Customers			
Definition	Whether the presence or absence of customer contact affects your motivation		
Importance	Slightly less important to you than to most other people.		
Present in Job	Some extent	Job Fit	*****
Activity			
Definition	How far being on the go and being busy all the time are important to you		
Importance	About as important to you as to most other people.		
Present in Job	Great extent	Job Fit	****
Management			
Definition	Whether you enjoy managing and leading people		
Importance	Slightly less important to you than to most other people.		
Present in Job	Great extent	Job Fit	***
Competition			
Definition	Whether you are the type of person that thrives in a competitive environment		
Importance	Slightly less important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	****
Teamwork			
Definition	Whether you prefer to work alone or as part of a team		
Importance	About as important to you as to most other people.		
Present in Job	Great extent	Job Fit	****

Competence Factor

Power			
Definition	How far it is important to you to have power over other people		
Importance	About as important to you as to most other people.		
Present in Job	Great extent	Job Fit	****
Status			
Definition	Whether position, standing, and grade are important to you		
Importance	Slightly more important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	***
Progression			
Definition	Whether the presence or absence of opportunities for promotion and advancement affects your motivation.		
Importance	Much less important to you than most other people.		
Present in Job	Moderate extent	Job Fit	***
Recognition			
Definition	Whether the presence or absence of recognition for your personal contribution affects your motivation		
Importance	About as important to you as to most other people.		
Present in Job	Great extent	Job Fit	****
Fear of Failure			
Definition	Whether you are motivated by the possibility of doing badly in front of other people		
Importance	Much less important to you than most other people.		
Present in Job	Moderate extent	Job Fit	***
Remuneration			
Definition	How far money and the benefits package are important to you		
Importance	Much less important to you than most other people.		
Present in Job	Moderate extent	Job Fit	***
Job Security			
Definition	How far having a secure job matters to you		
Importance	Slightly more important to you than to most other people.		
Present in Job	Moderate extent	Job Fit	***

Development Advice

Motivation experts recommend using the following six practices to increase a person's motivation at work and outside it.

Ask open questions and invite people to participate in problem solving. Examples of open questions are - What do you make of this? Or - Tell me what has been happening on this?

Listen actively and acknowledge people's perspectives. Examples of effective listening are briefly restating a person's views and ideas, and using sincere expressions of thanks and appreciation.

Offer people options and choices and clarify their responsibilities. Offering people choices and options about how they do things, and providing a meaningful rationale for tasks tend to increase the time that people spend on tasks and how useful they think the work is.

Provide positive and constructive feedback. Effective praise recognizes people's initiative and individual contributions, and delivering feedback with open questions and active listening invites joint exploration of possibilities for solving problems.

Minimize control and comparisons with others. Competitive compensation schemes that pit employees against one another don't work. Financial incentives work best when they are accompanied by practices that increase feelings of autonomy, competence, and relatedness.

Develop talent and offer learning opportunities. Learning and development opportunities work best when they are offered as a means to personal and professional development.

[Click here](#) to download the MQ Development Guide. This contains further practical tips and suggestions about how to improve your own and other people's motivation.

About This Report

This report was generated using MSP's online assessment system. It is based on a motivation assessment test called the Motivation Questionnaire (MQ).

The report is generated by analyzing the answers of the respondent and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

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